

**AMENDMENT TO MEMORANDUM OF AGREEMENT BETWEEN THE BOROUGH
OF GLASSBORO AND UNITED FOOD AND COMMERCIAL WORKERS UNION,
LOCAL 1360 REGARDING GRIEVANCES OF
CORRINE LAND AND MELISSA ROVIN**

WHEREAS, the parties had previously executed a Memorandum of Agreement between the Borough of Glassboro and United Food and Commercial Workers Union, Local 1360 Regarding Grievances of Corrine Land and Melissa Rovin attached here to Exhibit "A"; and

WHEREAS, the parties agree to amend said Memorandum of Agreement as follows:

1. The parties agree that the Senior Records Clerk/Assistant to the Chief of Police salary for the following 2 years shall be:

<u>Year</u>	<u>Salary</u>
2017	\$59,725.03
2018	\$60,919.53

2. The parties agree that the hybrid Senior Records Clerk salary for the next 2 years shall be:

	<u>2017</u>	<u>2018</u>
After 10 years of service	\$49,620.25	\$50,612.65
After 15 years of service	\$50,095.08	\$51,096.98
After 20 years of service	\$50,569.92	\$51,581.32
After 25 years of service	\$51,044.75	\$52,065.64

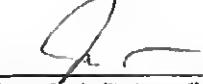
3. Effective January 1, 2017, Melissa Rovin will continue with the job title of SRC/ATC at the full salary negotiated in the "Letter of Understanding" dated December 10, 2014.

4. Paragraph number 4 of the Memorandum is hereby amended to read as follows:

The Borough shall have the right to appoint another employee to fill the SRC/ATC title or simply not fill this title should either Melissa Rovin resign, retire, or otherwise be separated from employment with the Glassboro Police Records Department or the Glassboro Police Department.

The Borough also has the right, within a reasonable time since the retirement of the former Police Chief Fanfarillo, to appoint another employee to fill the SRC/ATC title or simply not fill this title. Rovin shall have "bumping" rights to the non-hybrid title of Senior Records Clerk based upon her seniority and will assume said non-hybrid title of Senior Records Clerk. Should this event occur, then Land would be returned to the Records Clerk title. If this scenario comes to fruition, both employees would receive compensation based upon their job title as stated herein and based upon their years of service, as negotiated in the CBA.

5. All other terms and conditions in the original Memorandum of Agreement shall remain in full force and effect.

 10-19-17  10/18/17

UFCW Local 1360 Date *Joseph A. Brigandì* Date
Borough Administrator

EXHIBIT “A”

R:455-15

MEMORANDUM OF AGREEMENT BETWEEN THE BOROUGH OF
GLASSBORO AND UNITED FOOD AND COMMERCIAL WORKERS
UNION, LOCAL 1360 REGARDING GRIEVANCES OF
CORRINE LAND AND MELISSA ROVIN

The Borough of Glassboro, (hereinafter, "Borough") a municipal corporation of the State of New Jersey with a mailing address of 1 South Main Street, Glassboro, New Jersey, and the United Food and Commercial Workers Union Local 1360, (hereinafter, "UFCW") do hereby agree to be bound by the following terms and conditions with respect to the settlement of the grievances filed by Corrine Land on February 25, 2015 and Melissa Rovin on September 1, 2015.

RECITAL

WHEREAS, the Borough has entered into a collective bargaining agreement (hereinafter, "CBA") with UFCW who represents employees of the Glassboro Police Records Department, for the period January 1, 2013 through December 31, 2016, and

WHEREAS, the CBA between the Borough and UFCW, bargained for and included the titles of Records Clerk and Senior Records Clerk with corresponding salaries; and

WHEREAS, subsequent to the ratification and execution of the CBA between the parties on April 23, 2013, a "Letter of Understanding" was executed on December 10, 2014 between the parties which created a "split" job title known as the Senior Records Clerk/Assistant to the Chief of Police (hereinafter "SRC/ATC"), and corresponding salary range; and

WHEREAS, the Borough of Glassboro, employs Corrine Land and Melissa Rovin, as employees of the Glassboro Police Records Department and who are both represented by the UFCW; and

(PW)

WHEREAS, Corrine Land, filed a grievance against the Borough on February 25, 2015; and

WHEREAS, Melissa Rovin filed a grievance against the Borough on September 1, 2015; and

WHEREAS, the Land and Rovin grievances dealt with job title and salary concerns; and

WHEREAS, the Land grievance has risen to the level of arbitration; and

WHEREAS, the Rovin grievance has risen to the Step 3 level, immediately preceding arbitration; and

WHEREAS, the Borough and UFCW desire to settle both grievances and to enter into this Memorandum of Agreement, (hereinafter "Agreement") to the mutual satisfaction of all parties.

NOW, THEREFORE, BE IT RESOLVED that the parties hereto agree to the following terms and conditions:

1. Effective upon the execution of this Agreement, the Borough and UFCW agree to add a new hybrid Senior Records Clerk* title to the CBA, to be used in conjunction with and only when the SRC/ATC title is filled. The salary for the new hybrid Senior Records Clerk* title, for the remainder of the CBA shall be as follows and based on years of service:

	2016
After 10 years of service	\$48,647.30
After 15 years of service	\$49,112.82
After 20 years of service	\$49,578.35
After 25 years of service	\$50,043.87

(m)

2. Effective December 21, 2015, Melissa Rovin will resume the job title of SRC/ATC at the full salary previously negotiated in the "Letter of Understanding" dated December 10, 2014.

3. Effective January 1, 2016, Corrine Land will be promoted to the newly created hybrid Senior Records Clerk* title at an annual salary of \$48,647.30, based on 13+ years of service as of that date.

4. The Borough shall have the right to appoint another employee to fill the SRC/ATC title or simply not fill this SRC/ATC title when either Melissa Rovin or the current Chief of Police resign, retire, or otherwise are separated from employment with the Glassboro Police Records Department or the Glassboro Police Department. In such an event Rovin shall have "bumping" rights to the non-hybrid title of Senior Records Clerk based upon her seniority and will assume said non-hybrid title of Senior Records Clerk in the event that the current Chief of Police is no longer employed by the Department and the Borough chooses to exercise its rights under this paragraph. Should this event occur, then Land would be returned to the Records Clerk title. If these events occur, both employees would receive compensation based upon the above job titles as stated herein and based upon their years of service, as negotiated in the CBA. Should these events occur, the Borough retains the right to create a position, "Confidential Assistant to the Police Chief" and said position would not be a bargained title within UFCW.

5. The grievances of Land (02/25/2015) and Rovin (09/01/2015) are hereby withdrawn with prejudice.

6. All other provisions of the CBA between the parties remain in full force and effect for the duration of the CBA.

(P)

Intending to be legally bound, the parties hereby affix their signatures

below.

<u>Peg Michalowski</u>	12/23/15	<u>Joe</u>	12/29/15
Peg Michalowski Secretary/Treasurer UFCW Local 1360	Date	Joseph A. Brigandi Borough Administrator	Date
<u>Corinne Land</u>	12/23/15	<u>Patricia J. Flintino</u>	
Corinne Land Grievant	Date		
<u>Melissa Rovin</u>	12/23/15		
Melissa Rovin Grievant	Date		